



FOND DU LAC EMPLOYEE RETIREMENT PLAN

Enrollment Guide



REWARD YOURSELF

Welcome to the Fond du Lac Employee Retirement Plan. You work hard to support your organization's mission and help maintain its health; dedication opens a wealth of opportunities. Reward your efforts by taking a moment to think about the financial future you deserve – one that lets you live your best life.

Get started by creating an online account for your retirement plan. Saving for retirement is among the best ways to prepare for a brighter future.

LET'S GET STARTED

This guide is designed to provide you with information about your retirement plan. You'll find these sections and more:

Reward Yourself

A Healthy Strategy

Plan Highlights

Investments

AUTOMATIC ENROLLMENT

Once you're eligible, unless you specifically opt out of participating in the Plan, you will automatically be enrolled.

Unless you choose otherwise, your contributions will automatically be deducted from your pay (before taxes) after your plan's entry date or 45 days after your date of hire, whichever is later.

NEXT STEPS

So, what's next? We're going to highlight some of the powerful tools available to you, followed by some investment basics, then plan provisions specific to the Fond du Lac Employee Retirement Plan.



DISCOVER

Learn the basics in *A Healthy Strategy*. Find your plan's details in *Plan Highlights*. See what options are available in the *Investments* section.



GET STARTED

Create a secure online account by visiting transamerica.com/portal and follow the on-screen instructions.



COMPLETE YOUR ACCOUNT

To take full advantage of your retirement plan, do your best to provide as much information as possible.



SIGN UP FOR ACCOUNT SECURITY ALERTS

Help safeguard your retirement assets by providing your mobile number and preferred email address. When you sign up for security alerts, Transamerica can notify you when changes are made to your account. This adds an extra layer of protection against online threats.



DESIGNATE YOUR BENEFICIARIES

Complete this simple but critical step to ensure your account assets will be distributed as you wish.



CONFIRM

Review your account details to ensure the information is correct.



SUPPORT

We are here for you. We're committed to providing the resources, guidance, and strategies along your journey to and through retirement. Call us at **800-755-5801** or log in to your account at transamerica.com/portal.



A HEALTHY STRATEGY

EXPLORE. DISCOVER.

Explore transamerica.com/portal and the website's full range of resources including webinars, articles, and the interactive features shown below.

COMMON TERMS

Understanding retirement-planning terms can be easier with Transamerica's comprehensive financial glossary. Visit transamerica.com/financial-glossary to browse the list.

FINANCIAL WELLNESS CENTER

Explore retirement savings options to help you set aside money for your future financial security. The portfolio builder at transamerica.com/portal/financial-wellness/ explains how you can maximize your retirement savings.

PERSONAL FINANCE CALCULATORS

Forecast your future with Transamerica's online calculators. The Retirement Planner Calculator can be especially helpful. It provides estimates based on your income, how much you're saving, and when you plan to retire. Log in to your online account at transamerica.com/portal, click **VIEW DETAILS**, then hover over **Resources** in the top navigation bar and click **Calculators**.

DISCOVER YOUR RETIREMENT FORECAST WITH TRANSAMERICA'S ONTRACK® TOOL

Knowing how you're doing as you prepare for retirement should be as easy as checking the weather. Transamerica's *OnTrack*® tool is an online tool that uses straightforward weather icons to create *Your Retirement Outlook*®, making it easy to see if your retirement forecast is sunny, rainy, or somewhere in between.

You can help *Brighten Your Outlook*® by using the tool to increase your contribution rate, change your investment strategy, or add outside assets.

Important: The projections or other information generated by the *OnTrack*® engine (which produces *Your Retirement Outlook*®) regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time. Please visit your plan website for more information regarding the criteria and methodology used, the engine's limitations and key assumptions, and other important information.



MAXIMIZE YOUR STRATEGY

MATCHING CONTRIBUTIONS

Matching contributions may be subject to plan vesting requirements. Refer to *Plan Highlights* to find the plan's matching contribution details.

CONTRIBUTION RATE

Increasing your contribution rate into a retirement plan may improve your overall retirement outlook and help to keep up with the average rate of inflation. Even a 1% or 2% contribution boost to your account can make a big difference over time.

Your plan provides the option to activate auto-increase, a recurring service that automatically adjusts your contribution rate annually in the month that you choose. If you would like to enable this service, log in to your account, select **VIEW DETAILS**, hover over **Contributions** and click **View or Update Contributions** in the drop-down menu.

CONSIDER YOUR OPTIONS

If you have money in a former employer's retirement plan, there are several options available that may simplify your financial life. These include cashing out, keeping the money where it is, or rolling the funds into an IRA or your employer plan with Transamerica. For more information about your options, call **800-275-8714** or email **consolidate@transamerica.com**.

When considering your options, be sure to review the fees and expenses associated with each option. Also, be sure to consider whether there are certain services, features, or benefits available through certain accounts that may be important to you.

Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not afforded other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay, including any charges associated with transferring your account, to see if rolling over into an IRA or consolidating your accounts could help reduce your costs.

STAY CONNECTED

You're on the move, bring your information with you. Transamerica provides technology options that match your busy lifestyle.

ONLINE ACCOUNT

Your one-stop shop for tools and resources to help you navigate the road to and through retirement is available by logging in to your account at transamerica.com/portal.

MOBILE APP

Check your balance, update your personal information, and manage your account — from the palm of your hand. The **Transamerica Retirement App** lets you do more for your retirement anytime, anywhere. Download it from the App Store or GooglePlay today!

ELECTRONIC DELIVERY OF DOCUMENTS

Sign up for e-documents and you'll receive an email when plan-related documents and notices are ready for online viewing. Log into transamerica.com/portal, click **VIEW DETAILS**, hover over **Documents and Forms** in the top navigation bar, and click **E-documents**.

ACCOUNT SECURITY

Transamerica is dedicated to maintaining your account security. We employ sophisticated, multi-layered safety measures to protect your data, assets, and privacy.

PLAN HIGHLIGHTS FOR THE FOND DU LAC EMPLOYEE RETIREMENT PLAN

These plan highlights represent an overview of your plan's provisions. For full details, please check with your plan administrator and/or refer to your Summary Plan Description.

YOUR CONTRIBUTIONS

Note: You may not participate in the plan if you are:

- Independent contractors
- Employees who are residents of Puerto Rico
- Code Section 410(b)(6)(C) transaction employees
- A Leased Employee
- Employed by a member of the employer's controlled group that does not adopt the plan

EMPLOYEE PRE-TAX

ROTH 401(K)

ELIGIBILITY

Age: 18

Service: 90 days

Entry Date

Your entry date is as soon as administratively feasible.

AUTOMATIC ENROLLMENT

Once you're eligible, **unless you specifically opt out of participating in the Plan, you will automatically be enrolled and contributions will be deducted from your pay** (before taxes) at a rate of 2%. Your contributions will be allocated to the plan's "default" investment option. This will start as soon as administratively feasible after your plan entry date or 45 days after your date of hire, whichever is later.

Additionally, **unless you change your contributions, your contribution rate will increase automatically** each year until it reaches the rate shown below:

Starting contribution rate: 2%

Annual increase: 1%

Increase will occur: on the first day of the plan year

Increases will stop when contributions reach: 15%

CONTRIBUTION LIMITS

Your traditional contributions are deducted from your paycheck before taxes each pay period.

You can contribute up to 75% of your pay, subject to the maximum amount allowed under the Internal Revenue Service (IRS) limits.

UPDATING YOUR CONTRIBUTION RATE

You may elect to increase, decrease, or stop your contributions at any time. Changes will go into effect as soon as administratively feasible.

You may invest for retirement with traditional before tax dollars, after tax Roth dollars, or a combination, up to the overall limits noted in the following section. In general, choosing which one depends on whether you think your income will be subject to a higher or lower effective tax rate when you withdraw your money in retirement.

LEARN ABOUT ROTH CONTRIBUTIONS

Roth allows you to make after tax contributions to your plan. In most cases, these contributions will not be subject to future federal income taxes on qualified distributions, regardless of your income level (provided that you hold the contributions for at least five years and do not withdraw assets until at least age 59½). To learn more about this option, log in to **transamerica.com/portal** and access the calculators under *Resources* in the Menu.

IRS CONTRIBUTION LIMITS

The IRS limits how much you can contribute each year. The maximum amount you may contribute to your account is \$20,500 in 2022. The IRS limit for 2023 is \$22,500.

The IRS limits how much you can contribute each year; the total combined before and after tax IRS annual limit is \$20,500 in 2022. The IRS limit for 2023 is \$22,500.

If you will be at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,500) above the regular IRS annual limit for the year. The IRS catchup limit for 2023 is \$7,500.

These limits are updated annually by the IRS.

VESTING

Vesting refers to your "ownership" of your plan account — the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions, including any rollover contributions you have made to the account, plus any investment earnings.

MATCHING CONTRIBUTIONS

EMPLOYER MATCH

ELIGIBILITY

Age: 18

Service: One year

Your entry date is as soon as administratively feasible.

A year of service is a year (counting from your date of hire or from the anniversary of your date of hire) in which you have worked at least 1000 hours.

CONTRIBUTION AMOUNT

Fond du Lac Reservation Business Committee's matching contributions are based on the following formula: 100% of the first 2% of compensation you contribute to your account. This matching contribution will not exceed 2% of compensation

VESTING

You are always 100% vested in the Employer Match contributions.

NON-MATCHING CONTRIBUTIONS

SAFE HARBOR

ELIGIBILITY

Age: 18

Service: One year

Your entry date is as soon as administratively feasible.

A year of service is a year (counting from your date of hire or from the anniversary of your date of hire) in which you have worked at least 1000 hours.

CONTRIBUTION AMOUNT

Whether or not you contribute to your account, Fond du Lac Reservation Business Committee will make a safe harbor non-elective contribution on your behalf for an amount equal to 3% of your compensation.

VESTING

You are always 100% vested in the Safe Harbor contributions.

ADDITIONAL PLAN DETAILS

LOANS AND DISTRIBUTIONS

Your plan offers a loan feature which allows you to borrow from your account based on certain provisions.

Distributions of before tax contributions, as well as earnings on any contributions, will be subject to income tax. Distributions made before age 59½ may be subject to an additional 10% penalty. Please check with your Plan Administrator and/or refer to your Summary Plan Description for details.

IN-SERVICE WITHDRAWALS

EARLY WITHDRAWALS

Depending on circumstances and plan rules, you may be able to take withdrawals from the vested portion of your account while you are actively employed per the withdrawal rules above.

HARDSHIP

A hardship withdrawal is an emergency distribution of funds from a retirement plan. It is taken for an immediate and heavy financial need, as determined by the IRS.

Hardship loan and in-service withdrawals are subject to plan provisions. You may be required to provide documentation in order to qualify.

404(c) NOTICE

Your plan is intended to comply with ERISA section 404(c) and final regulation 2550.404c-1 of the Internal Revenue Code. This means you have the flexibility and responsibility to exercise control over your assets and to choose among the investment options provided under the plan in a way that best meets your objectives. In general, by providing you with this ability and a variety of investment choices, neither your plan sponsor nor Transamerica are liable for any losses that may occur as a direct result of investing in the available options as directed by you or your beneficiary.

In addition to the information in this guide, you can obtain upon request:

- Prospectuses, summary prospectuses, or similar documents relating to each investment option
- Financial statements or reports or similar materials relating to each investment option
- Information regarding the value of shares or units in the investment options as well as the date of valuation

A list of the assets comprising the portfolio of each investment option which will constitute "plan assets" under Reg. 2510.3-101, and the value of each such asset.

For any of the above, please contact:

Jennifer Hakes
Insurance Services Financial Tech
Fond du Lac Reservation Business Committee
1720 Big Lake Road
Cloquet, MN 55720
Phone Number: 218-878-7539
Fax Number: 218-878-7373

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

Matching contributions are subject to plan vesting requirements.

Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528.

Fond du Lac Reservation Business Committee has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between Fond du Lac Reservation Business Committee and Transamerica or its affiliate, TISC.

IT'S TIME TO CREATE YOUR INVESTMENT STRATEGY

Your retirement plan is one of the most effective ways to prepare for the future you deserve.

Many financial professionals recommend saving 10% to 15% of each paycheck to your retirement account. If that's not possible right now, start small and consider making small increases over time.

The way contributions are invested in your account is referred to as your "investment allocation." You may change your allocation at any time.

For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit transamerica.com/portal.

If you are automatically enrolled, you will be assigned to a "default" investment option for all contributions.

Fond du Lac Reservation Business Committee has chosen a Qualified Default Investment Alternative ("QDIA"), for you in accordance with section 404(c)(5) of ERISA and other legal regulations. Even though you did not make an affirmative investment election, the plan fiduciary is not liable for any losses that may result from investing your assets in the QDIA. Unless you choose otherwise, your account will be invested in the QDIA, Vanguard Investor Target Retirement series, which is a group of single target date funds; based on your assumed retirement age 65.

Here are some helpful concepts to consider as you examine your investment strategy; Asset allocation, diversification, time horizon and risk tolerance. For further details, please visit Transamerica.com/financial-glossary.

HELP ME DO IT

ONE-STEP DIVERSIFICATION WITH *PORTFOLIOXPRESS*[®]

PortfolioXpress is Transamerica's asset allocation and rebalancing service. It uses the "core" funds in your plan, the retirement year and risk preference you choose to provide you with a diversified investment mix. The service automatically:

- Allocates contributions to reflect your investment mix, based on a selected retirement year and risk.
- Regularly rebalances your portfolio to maintain your mix.
- Adjusts your mix to become more conservative over time.

PortfolioXpress[®] is a registered service mark of Transamerica. *PortfolioXpress*[®] presents a series of asset allocation models based on a designated retirement year. You are solely responsible for selecting the retirement year and risk preference, if applicable. In implementing the service, you agree to each of the asset allocation mixes and automated rebalancing transactions that will take place over time within your account as you approach the selected retirement year. If you do not designate a retirement year, the plan will set your target retirement year as the year in which you attain age 65. You can change your target retirement year, or turn *PortfolioXpress*[®] off, at any time. *PortfolioXpress*[®] is designed as investment education. Transamerica or its affiliates do not provide investment advice to *PortfolioXpress*[®] nor does Transamerica act as a plan fiduciary. Retirement date portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The principal value of the portfolio is not guaranteed at any time, including at and after the target date. Diversification does not guarantee against loss in a falling market.

TARGET DATE FUNDS

Investing in a target date fund (TDF) can be a good option if you're seeking an easy way to diversify your retirement account. By making a single decision, a TDF allows you to enjoy asset diversification and allocation based on a target retirement year. The underlying investments in your chosen TDF become more conservative as you get closer to retirement.

Your plan's default investment alternative is a target date fund, you will be invested in the fund with a target date that is closest to the year in which you will turn 65, but you can choose a different investment option.

Target Date Funds: These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.

DO IT YOURSELF

BUILD YOUR OWN INVESTMENT MIX

Build your own investment mix by choosing from the "core" funds in your plan. Your plan offers a range of choices that enable you to diversify among various asset classes and investment styles. Prospectuses and fund information are available on your plan website.

Once you determine the investment mix that is right for you, your plan's auto-rebalance service can help you maintain your mix automatically. To configure your investment mix log in to transamerica.com/portal, access the *Future Allocations* under *Investments* in the Menu.

Fund prospectuses and other information can also be accessed from *Investments* in the Menu.

Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY, 10528, distributes securities products. Any mutual fund offered under the plan is distributed by that particular fund's associated fund family and its affiliated broker-dealer or other broker-dealers with effective selling agreements such as TISC. Bank collective trusts funds, if offered under the plan, are not insured by the FDIC, the Federal Reserve Bank or any other government agency and are not registered with the Securities and Exchange Commission. Group annuity contracts, if offered under the plan, are made available through the applicable insurance company. Any guarantee of principal and/or interest under a group annuity contract is subject to the claims-paying ability of the applicable insurer. Certain investment options made available under the plan may be offered through affiliates of Transamerica Retirement Solutions and TISC. These may include: (1) the Transamerica Funds (registered mutual funds distributed by Transamerica Capital Inc. (TCI) and advised by Transamerica Asset Management, Inc. (TAM)); (2) the Transamerica Retirement Solutions Collective Trust, a collective trust fund of Massachusetts Fidelity Trust Company (MFTC) (includes the Stable Pooled Fund); (3) group annuity contracts issued by Transamerica Financial Life Insurance Company (TFLIC), 440 Mamaroneck Avenue, Harrison, NY 10528 (includes the Stable Fund, the Fixed Fund, the Guaranteed Pooled Fund, and SecurePath for Life®); and (4) group annuity contracts issued by Transamerica Life Insurance Company (TLIC), 6400 C. Street SW, Cedar Rapids, IA 52499 (includes SecurePath for Life®). Fond du Lac Reservation Business Committee has selected Transamerica as your retirement plan provider, but there are no other affiliations between Fond du Lac Reservation Business Committee and Transamerica, TISC, TCI, TAM, MFTC, TFLIC, or TLIC.

Fond du Lac Employee Retirement Plan

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Initial Notice of Safe Harbor Contributions and Eligible Automatic Contribution Arrangement (EACA) and Automatic Investment of Contributions under the Plan

To help you fund your retirement, you have been provided with the Fond du Lac Employee Retirement Plan. Please see below for details and answers to common questions. For additional information, visit your plan website at transamerica.com/portal or call Transamerica at **800-755-5801**.

Q. Does the plan's automatic enrollment feature apply to me?

If you have not already made an election by contacting your plan service provider, you will be automatically enrolled in the plan as soon as administratively feasible following your plan entry date or 45 days after your date of hire, whichever is later. This means 2% of your eligible compensation will be deducted from your paychecks before taxes and allocated to the plan's qualified default investment alternative (QDIA), Vanguard Investor Target Retirement, based on your assumed retirement age of 65. Also, if you choose not to contribute to your account, Fond du Lac Reservation Business Committee may still make contributions on your behalf as long as you remain eligible for the plan, but you will be ineligible for additional matching contributions (detailed later in the notice).

You may change your contribution amount or opt out of the plan entirely, by contacting your plan service provider.

If you wish, you may designate some or all of your contributions as "Roth" after-tax. Roth after-tax and traditional pretax contributions offer different tax treatment. Roth contributions are subject to current federal income tax, however, any Roth related earnings will be tax-free for qualified distributions if you hold the account at least five years and are age 59½ or over at the time you take a distribution.

Q. What if I do nothing?

If you do not make an election by your plan entry date, each pay period, 2% of your eligible compensation will be contributed to your account. This will start as soon as administratively feasible after your plan entry date or 45 days after your date of hire, whichever is later.

Your pre-tax contributions are taken out of your compensation and are not subject to federal income tax at that time (as well as most states, check your own state's tax rules). Instead, they are contributed to your account and may grow over time with earnings. Your account will be subject to federal income tax and state tax (check your own state's tax rules) only when withdrawn.

You are in charge of how much you contribute, within annual limits set by the Internal Revenue Service. This limit may be annually adjusted by the IRS. The IRS limits how much you can contribute each year; the current IRS annual limit is \$20,500. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,500) above the regular IRS annual limit for the year. Please note these limits are indexed annually by the IRS.

You can contribute up to 75% of your pay, subject to the maximum amount allowed under the Internal Revenue Service (IRS) limits. If you are eligible to receive an employer contribution, the maximum amount of your compensation that can be considered in calculating employer contributions to your account is \$305,000 for 2022.

You may contribute with traditional pre-tax dollars, after-tax "Roth" dollars, or a combination of both, up to the overall limits noted above.

If you do not make an election in time to stop your automatic contributions, you may withdraw them within 90 days of the first date they were taken from your compensation. Please note that if you withdraw your automatic contributions, the amount you withdraw will be adjusted for any gain or loss, and subject to federal income tax (but not an extra 10% IRS penalty typically applied to early withdrawals). Also, you will lose any matching amounts that would have applied to your contributions and Fond du Lac Reservation Business Committee will treat you as having chosen to make no further contributions. However, you can always choose to continue or restart your contributions by contacting your plan service provider.

Note: Your employer has designated the plan as an Eligible Automatic Contribution Arrangement (EACA) under the Internal Revenue Code and the Employee Retirement Income Security Act of 1974 (ERISA), which supersedes any state laws governing employee payroll deductions. This means that if you do not choose a contribution amount (even if zero), your employer may deduct a specified portion of your compensation and contribute it to your account automatically without your prior written consent. For more details, please refer to your Summary Plan Description ("SPD") and any Summary of Material Modifications ("SMM") to that document. You can get additional copies of either document from your employer.

Q. How will my account be invested?

You have the right to direct the investments within your account. The way contributions are invested in your account is referred to as your "investment allocation."

You can elect or change how assets are invested as well as obtain information on the other investment alternatives available under the plan by contacting your plan service provider. Any such election or change by you, whether by making a transfer, or submitting a new investment allocation, will be considered an affirmative investment election.

A Qualified Default Investment Alternative (QDIA) has been established for your plan in accordance with section 404(c)(5) of ERISA and other legal regulations. Even though you did not make an affirmative investment election, the plan fiduciary is not liable for any losses that result from investing your assets in the QDIA. This relief from liability applies whether or not the plan is intended to be a 404(c) plan. You have the right to transfer your investment in the default investment alternative to any other available investment alternative under the plan by contacting your plan service provider. Unless you choose otherwise, your account will be invested in the QDIA, Vanguard Investor Target Retirement, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

| Fund Family Name | Year in Which You Turn 65 |
|---------------------------------------|----------------------------------|
| Vanguard Target Retirement Income Inv | 2017 or earlier |
| Vanguard Target Retirement 2020 Inv | from 2018 to 2022 |
| Vanguard Target Retirement 2025 Inv | from 2023 to 2027 |
| Vanguard Target Retirement 2030 Inv | from 2028 to 2032 |
| Vanguard Target Retirement 2035 Inv | from 2033 to 2037 |
| Vanguard Target Retirement 2040 Inv | from 2038 to 2042 |
| Vanguard Target Retirement 2045 Inv | from 2043 to 2047 |
| Vanguard Target Retirement 2050 Inv | from 2048 to 2052 |
| Vanguard Target Retirement 2055 Inv | from 2053 to 2057 |
| Vanguard Target Retirement 2060 Inv | from 2058 to 2062 |
| Vanguard Target Retirement 2065 Inv | 2063 or later |

Target Date Funds: *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

More information about the plan default investment and individual fund profiles are available on your retirement plan website at transamerica.com/portal.

Q. When will my account be vested and available to me?

Vesting refers to your "ownership" of your account—the portion to which you are entitled. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).

You are always 100% vested in the Employer Match contributions.

You are always 100% vested in the Safe Harbor contributions.

Even if you are fully vested in your account, there are restrictions on when you may withdraw your funds. Based on your plan rules, all or a portion of your vested money may be withdrawn if you:

- Are at least age 59½
- Have certain contributions which allow in-service withdrawals at any time
- Experience financial hardship as defined in your Summary Plan Description
- Retire at the later of the plans normal retirement age of 65 or the 5th Anniversary of the first day of the Plan year in which your Plan Participation commenced.
- Terminate employment
- Become disabled

In addition, upon your death, your designated beneficiaries will receive any vested amount remaining in your account.

Generally you must take a required minimum distribution (RMD) from the plan if you are no longer actively employed as of April 1 of the year following the year you turn age 72.

Also, there may be an extra 10% IRS penalty on distributions before age 59½. You can learn more about the 10% early-withdrawal penalty in IRS Publication 575, "Pension and Annuity Income." You can also learn more about the plan's withdrawal and loan rules by contacting your plan service provider, or reviewing your Summary Plan Description.

Q. What amounts may Fond du Lac Reservation Business Committee contribute to my account?

Your employer has chosen to qualify the plan under the safe harbor provisions of the Internal Revenue Code for the current plan year. Your employer expects to fully make the safe harbor contribution to the plan for the current plan year. However, the IRS allows your employer to amend the plan to reduce or suspend the safe harbor contribution due to unforeseen circumstances. If your employer chooses to reduce or suspend the safe harbor contribution during the plan year, you will receive a supplemental notice advising you of the reduction or suspension at least 30 days prior to the effective date of such change.

Employer Match

Fond du Lac Reservation Business Committee's matching contributions are based on the following formula: 100% of the first 2% of compensation you contribute to your account. This matching contribution will not exceed 2% of compensation.

Safe Harbor

Fond du Lac Reservation Business Committee will make a safe harbor non-elective contribution on your behalf for an amount equal to 3% of your compensation.

For more information about plan provisions, please access your Summary Plan Description at transamerica.com/portal.

For more information on any registered fund, please call 800-755-5801 for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Fond du Lac Reservation Business Committee has selected Transamerica Retirement Solutions (Transamerica) as your retirement plan provider, but there are no other affiliations between Fond du Lac Reservation Business Committee and Transamerica or its affiliate, TISC.

If you have any questions about how the plan works or your rights and obligations under the plan, please call **800-755-5801**. We can also assist in providing you a copy of your Summary Plan Description.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica **1-800-755-5801**, marca nueve para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y uno de nuestros representantes contestará sus preguntas.

Produced 10/22 6755_MAEEN0317
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Fond du Lac Employee Retirement Plan

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IMPORTANT INFORMATION REGARDING YOUR PLAN

We want you to enjoy the many features and benefits of your retirement plan. We also want to make sure you understand your plan and investment fees. The enclosed report details the types and amounts of fees that may apply to your account, depending on which features and investments you choose.

The report is organized into multiple sections:

- **General Plan Information** offers an overview of your plan.
- **Potential General Administrative Fees and Expenses** may be charged against everyone's account in the plan to cover the day-to-day costs of operating the plan.
- **Potential Individual Fees and Expenses** are associated with certain plan features or services and apply only to participants who use the particular features or services.
- **Investment Information** details each of the options available in your plan. This section features up to three tables, depending on what your plan offers. This may include investments with variable rates of return, such as mutual funds or those with fixed or stated rates of return, such as some stable value funds. Details include:
 - **Historical performance** for each variable option and its "benchmark," typically a broad market index used for comparison.
 - **Expenses**, including fund operating costs which are automatically deducted from your investment returns. (The specific expenses that apply to you will depend on how your account is invested.)

You may receive this information electronically by signing up for *e-documents* at transamerica.com/portal. To help you save time, reduce clutter, and go green, you'll receive automatic email alerts when your account-related materials are available online.

Visit transamerica.com/portal to access the report and other related materials, including a glossary of terms. To access the participant fee disclosure document, visit transamerica.com/portal, and select "Fund Info" from the navigation heading, click "Learn More" under Your Retirement Plan Information. If you are not enrolled in the plan, enter the account number from the upper left-hand corner of this document and click "Submit." If you are already enrolled, enter your customer ID and password and click "Sign in".

In addition, your quarterly statement will show the specific fees that have been applied to your account (except any fund expenses netted directly from your investment returns) during the statement period.

If you have any questions, please sign in to your account at transamerica.com/portal and click on Help, or call us at **1-800-755-5801**.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica 1-800-755-5801 marca nueve para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y con mucho gusto uno de nuestros representantes contestará sus preguntas.



Fond du Lac Employee Retirement Plan

QK62600 00001

IMPORTANT INFORMATION REGARDING YOUR PLAN

Disclosure Chart as of October 1, 2022

Your plan offers a convenient way to save for retirement and provides unique features and benefits not available elsewhere. You have the opportunity to make the plan work harder for you by committing early to disciplined savings, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding the plan, including investment options and fees. This document is required to be sent to you to help you understand your retirement plan and will be updated annually and when certain types of changes are made. Although you should review this important information, no action is required on your part.

General Plan Information

| | |
|---|--|
| How to Direct Your Investments | You decide how your account will be invested among the available investment options by calling 800-755-5801 or going to transamerica.com/portal . |
| Transfer and/or Investment Allocation Restrictions | <p>There are no transfer restrictions imposed by the Plan. Please see Table 1 for transfer restrictions that may be imposed by the investment options.</p> <p>You may change your investment allocation at any time. No plan level allocation restrictions apply.</p> |
| Voting, tender and similar rights and restrictions on such rights | <u>Mutual Funds</u> —The Plan Sponsor shall have the right to exercise voting and tender rights attributable to mutual funds offered under the Plan. |
| List of Investment Alternatives | For the listing of the Plan's investment alternatives, please see the attached Comparative Investment Chart. Your plan also offers PortfolioXpress. PortfolioXpress is a service that provides an investment mix of the designated investment alternatives offered under your plan based on the target retirement year you select. Your account is rebalanced to become more conservative as you approach your target retirement year. |

Potential General Administrative Fees and Expenses

| | |
|----------------------------------|--|
| Administrative Fee — Per Account | <p>When applicable, other general administrative fees for plan services (e.g., legal, accounting, auditing, recordkeeping) may from time to time be deducted as a fixed dollar amount from your account.</p> <p>The actual amount deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p> |
| Administrative Fee — Pro Rata | <p>The plan incurs general administrative fees for ongoing plan administrative services (e.g., recordkeeping) of up to 0.18% annually of assets held in the plan investment options. These fees are applied pro rata across some or all investment options held in your account. However, the administrative fees allocable to an investment option may be paid, in whole or in part, from revenue (e.g., 12b-1 fees, administrative fees) that Transamerica Retirement Solutions or its affiliates receive based upon the plan's investment options. Consequently, if revenue is received related to an investment option, you will pay less than 0.18% as administrative fees on your assets held in that investment option depending upon the amount of revenue received. (It is not possible to accurately determine in advance the amount of revenue that an investment option will generate or when it will change.) If the revenue from an investment option is not adequate to cover the administrative fees allocable to that investment option, the shortfall will be deducted from your account based on your assets held in that investment option. If the revenue from an investment option exceeds the administrative fees allocable to that investment option, the excess will be applied as a Plan Service Credit (see Plan Service Credit below) to your account. Please log into your account on-line to view the most current version of the fund and fee information chart.</p> <p>When applicable, general administrative fees other than the charge above (e.g., legal, accounting and auditing), for administrative services, may from time to time be deducted on a pro rata basis across some or all investment options held in your account. A general administrative fee of 0.15% will be deducted as a percentage of assets from some or all investment options held in your account.</p> <p>The actual amounts deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p> |
| Plan Service Credit | <p>The plan service credit represents an expense refund for one or more of the investment funds offered by your plan. When applicable, a plan service credit is added to your account and lowers the effective annual expense ratios of the investment fund(s) for which a plan service credit applies. Any plan service credit will be reported on your quarterly benefit statements.</p> |

Potential Individual Fees and Expenses — applicable only to those using specific features or services

| | |
|-----------------------------|--|
| Full Distribution Fee | <p>A fee of \$25.00 that is deducted from your account when you take a full distribution from your account when you terminate employment or retire. The fee is also applicable to the final distribution from a former participant's account who has taken unscheduled systematic withdrawals and for contract exchanges to another service provider. The fee is waived if the distribution is made due to death, disability, the purchase of an annuity through Transamerica, a direct rollover to a Transamerica IRA and any distribution from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| Hardship Withdrawal Fee | <p>A fee of \$25.00 that is deducted from your account when you take a hardship withdrawal from your account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| In-service Distribution Fee | <p>A fee of \$25.00 that is deducted from your account when you take an in-service distribution from your account and for a contract exchange to another service provider. The fee is waived for direct rollovers to a Transamerica IRA, Required Minimum Distributions and distributions made from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p> |
| Loan Maintenance Fee | <p>You may borrow from the Plan, using your account as security (conditions and restrictions may apply). A quarterly loan maintenance fee of \$6.25 is deducted from your account, except in the Plan quarter in which the loan is issued and paid off, when you take a loan from the Plan. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Maintenance Fee.</p> |

Potential Individual Fees and Expenses — applicable only to those using specific features or services (continued)

| | |
|-------------------------------------|---|
| Loan Set-up Fee | You may borrow from the Plan using your account as security (conditions and restrictions may apply). A set-up fee of \$75.00 will be deducted from your account. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Set-up Fee. |
| Manual Processing Fee | An additional fee of \$50.00 that is deducted from your account when you request a plan transaction using a form where the transaction can be requested online or over the phone with the Contact Center. Distribution or withdrawal requests submitted online or conducted over the phone with the Contact Center will not incur an additional fee. The amount deducted from your account will be reported on your quarterly benefit statement as a Manual Processing Fee. |
| Overnight Check Fee | A fee of up to \$50.00 will be deducted from your account in the event you request a check be sent overnight to you. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Overnight Check Fee. |
| QDRO Fee | A fee of up to \$600.00 will be deducted from your account when your account is divided as a result of a Qualified Domestic Relations Order ("QDRO"). The amount deducted from your account will be reported on your quarterly benefit statement as a QDRO Fee. |
| Returned Check — Insufficient Funds | A fee of up to \$50.00 will be deducted from your account in the event a check is returned for insufficient funds. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Returned Check - Insufficient Funds Fee. |
| Shareholder Type Fees | For applicable redemption fees, please see the Investment Information section. Changes in these fees are announced separately. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. |

Investment Information

This information is provided to help you compare the investment options under your plan. You may obtain, free of charge, a paper copy of your fee disclosure notice and other investment information posted at transamerica.com/portal, by contacting Transamerica at 800-755-5801 or by writing to Transamerica Retirement Solutions, 6400 C Street SW, Mail Drop 0001, Cedar Rapids, IA 52499, Attention: Fee Disclosure. The information available includes each investment option's issuer, objectives, goals, principal strategies, principal risks, holdings, turnover rate, value and updated performance and expense information; as well as a glossary of terms, information about calculating benefits, available distribution options and (where appropriate) prospectuses and annual reports.

The following table focuses on investment options that have variable rates of return, and shows fee and expense information, as well as investment performance for each investment option and that of the appropriate benchmark, or index. If your plan offers balanced, asset allocation or target retirement funds, which are comprised of a mix of stock and bond investments, you will see two broad-based benchmarks, a stock index and a bond index. Because they are made through a retirement plan, your investments in these funds are not subject to front-end or back-end loads, which are a form of sales commission charged at the time of purchase or sale. Please note the following:

- The investment performance of each investment option is shown net of (or after) fees, while the benchmark or index investment performance is reported on a gross (before fees) basis. If the option has less than a ten year history, the investment performance of both the investment option and the index are shown since inception, with the inception date shown after the investment option name. Returns of less than one year are not annualized. Performance prior to the inception date of the share class (if any) is based on returns of an older share class, which have been adjusted for expenses.
- Total Annual Operating Expenses of an investment option are the expenses you pay each year, which reduce the rate of return you earn. In some cases, a fund may waive or reimburse certain expenses. If a fund has waived expenses in the past year, you will see a different gross (G) (before waivers) and net (N) (after waivers) expense ratio. So while an investor could have been charged as much as the gross expense rate in the past year, they will only have paid the net expense rate because of the waivers. Fund specific operating expense details are available at transamerica.com/portal.

- Shareholder-type fees, if any, are in addition to Total Annual Operating Expenses. Fees and expenses are only one of many factors to consider when you decide to invest in an investment option.
- You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.
- The performance data quoted represents past performance. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options will fluctuate and you could lose money. Current performance may be lower or higher than the performance data quoted.
- The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for information on understanding your retirement plan fees at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Comparative Investment Chart - Table 1 Variable Options

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2021 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Bonds

| | | | | | | |
|---|-------------------------|--------------------|----------------------|--------|-------|-------|
| Goldman Sachs Bond A (11/06) | Intermediate-Term Bonds | 0.96% G 0.78% N | \$9.60 G \$7.80 N | -2.59% | 3.83% | 3.60% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| Vanguard Total Bond Market Index Adm (12/86) | Intermediate-Term Bonds | 0.05% G 0.05% N | \$0.50 G \$0.50 N | -1.67% | 3.58% | 2.86% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

Stocks

| | | | | | | |
|--|------------------------|--------------------|----------------------|--------|--------|--------|
| T. Rowe Price Equity Income (10/85) | Large-Cap Value Stocks | 0.63% G 0.63% N | \$6.30 G \$6.30 N | 25.68% | 11.17% | 11.95% |
| <i>Index: Russell® 1000 Value Index</i> | | | | 25.16% | 11.16% | 12.97% |
| Vanguard 500 Index Adm (08/76) | Large-Cap Blend Stocks | 0.04% G 0.04% N | \$0.40 G \$0.40 N | 28.66% | 18.43% | 16.51% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2021 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Stocks

| | | | | | | |
|---|----------------------------|---------|----------|--------|--------|--------|
| Fidelity Contrafund (05/67) | Large-Cap Growth Stocks | 0.81% G | \$8.10 G | 24.35% | 22.63% | 17.95% |
| <i>Index: Russell® 1000 Growth Index</i> | | 0.81% N | \$8.10 N | 27.60% | 25.32% | 19.79% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |
| MFS Mid Cap Value R6 (08/01) | Mid-Cap Value Stocks | 0.64% G | \$6.40 G | 31.00% | 12.60% | 13.87% |
| <i>Index: Russell® Mid Cap Value Index</i> | | 0.64% N | \$6.40 N | 28.34% | 11.22% | 13.44% |
| BlackRock Mid Cap Growth Equity K (12/96) | Mid-Cap Growth Stocks | 0.70% G | \$7.00 G | 14.60% | 25.94% | 19.76% |
| <i>Index: Russell® Mid Cap Growth Index</i> | | 0.70% N | \$7.00 N | 12.73% | 19.83% | 16.63% |
| DFA US Targeted Value I (02/00) | Small-Cap Value Stocks | 0.29% G | \$2.90 G | 38.80% | 10.06% | 12.98% |
| <i>Index: Russell® 2000 Value Index</i> | | 0.29% N | \$2.90 N | 28.27% | 9.07% | 12.03% |
| Vanguard Small Cap Index Adm (10/60) | Small-Cap Blend Stocks | 0.05% G | \$0.50 G | 17.73% | 13.49% | 14.16% |
| <i>Index: MSCI US Small 1750 Index</i> | | 0.05% N | \$0.50 N | 21.08% | 13.24% | 14.14% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Fidelity Advisor Small Cap Growth Z (11/04) | Small-Cap Growth Stocks | 0.90% G | \$9.00 G | 10.68% | 20.55% | 17.63% |
| <i>Index: Russell® 2000 Growth Index</i> | | 0.90% N | \$9.00 N | 2.83% | 14.53% | 14.14% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |
| American Funds Europacific Growth R6 (05/09) | World/Foreign Stocks | 0.46% G | \$4.60 G | 2.84% | 12.87% | 10.01% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | 0.46% N | \$4.60 N | 8.29% | 10.12% | 7.78% |
| Fidelity International Index (11/97) | World/Foreign Stocks | 0.04% G | \$0.35 G | 11.45% | 9.78% | 8.21% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | 0.04% N | \$0.35 N | 8.29% | 10.12% | 7.78% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2021 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|--|----------|--------------------|----------------------|--------|--------|--------|
| American Funds Balanced R6 (07/75) | Balanced | 0.25% G 0.25% N | \$2.50 G \$2.50 N | 16.11% | 11.78% | 11.47% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement Income Inv (10/03) | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 5.25% | 6.85% | 5.88% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement 2020 Inv (06/06) | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 8.17% | 9.26% | 8.71% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement 2025 Inv (10/03) | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 9.80% | 10.35% | 9.60% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement 2030 Inv (06/06) | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 11.38% | 11.23% | 10.36% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement 2035 Inv (10/03) | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 12.96% | 12.06% | 11.10% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | 3.57% | 2.90% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | 18.47% | 16.55% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2021 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|---|-------------|--------------------|----------------------|--------|--------|--------|
| Vanguard Target Retirement 2040 Inv (06/06) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 14.56% | 12.88% | 11.69% |
| | | | | -1.54% | 3.57% | 2.90% |
| | | | | 28.71% | 18.47% | 16.55% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2045 Inv (10/03) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 16.16% | 13.55% | 12.04% |
| | | | | -1.54% | 3.57% | 2.90% |
| | | | | 28.71% | 18.47% | 16.55% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2050 Inv (06/06) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 16.41% | 13.62% | 12.07% |
| | | | | -1.54% | 3.57% | 2.90% |
| | | | | 28.71% | 18.47% | 16.55% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2055 Inv (08/10) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 16.44% | 13.61% | 12.05% |
| | | | | -1.54% | 3.57% | 2.90% |
| | | | | 28.71% | 18.47% | 16.55% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |
| Vanguard Target Retirement 2060 Inv (01/12) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 16.44% | 13.61% | 11.62% |
| | | | | -1.54% | 3.57% | 2.91% |
| | | | | 28.71% | 18.47% | 16.11% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days. | | | | | | |

Comparative Investment Chart - Table 1 Variable Options (continued)

| Name of Option (Inception Mo/Yr) Index(es) | Type of Option | Total Annual Operating Expenses G: Gross; N: Net | | Average Annual Total Return as of 12/31/2021 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|--|-------------|--------------------|----------------------|--------|-----|--------|
| Vanguard Target Retirement 2065 Inv (07/17) | Target Date | 0.08% G 0.08% N | \$0.80 G \$0.80 N | 16.46% | N/A | 12.63% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -1.54% | N/A | 3.45% |
| <i>Index: S&P 500 Index</i> | | | | 28.71% | N/A | 18.35% |

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

The following table focuses on investment options that have a fixed or stated rate of return and shows the annual rate of return, the term or length of time that you will earn this rate of return, and other information relevant to performance. (If you are already an investor in such option, please note that personalized rates of return for certain investments are shown on your benefit statements.) The fixed interest rate is net of any expenses and an annual operating expense ratio is not separately shown.

Comparative Investment Chart - Table 2 Fixed Options

| Fund Name/ Type of Option | Return / Credited Rate | Term | Other |
|---|------------------------|-------------------------|---|
| Transamerica Guaranteed Investment Option Stable Value | 1.95% | 07/01/2022 - 12/31/2022 | The rate applies to all contract assets, and the rate does not change during the term. The rate will never fall below a guaranteed minimum rate of 0.00%. Current rate information is available at the option's Web site. |

Shareholder Type Fees: Amounts may not be transferred directly to competing options. Amounts transferred out will be subject to an adjustment or charge if subsequently transferred to a competing option within 90 days. Withdrawals that do not constitute benefit responsive withdrawals, to the extent permitted by the plan, may be subject to an adjustment or charge. Refer to Table 3 for additional restrictions that may be applicable due to Employer actions.



TRANSAMERICA®

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